



Planning code Section 164 Permit

SEC. 164.. SAN FRANCISCO RESIDENT PLACEMENT AND TRAINING PROGRAM.

(a) The City has determined in its certification of the Downtown Plan Environmental Impact Report and in its findings and studies leading to the adoption of Section 313 of the Planning Code that San Francisco and regional traffic and transit problems will become more intolerable as the number of nonresident employees increases in San Francisco as a result of new office development. In order to mitigate those adverse traffic and transit impacts, while protecting the City's residential areas from unwanted increases in density, the people determine that a policy of maximizing resident employment training and placement opportunities is needed.

(b) Requirement. For any new building or additions to or conversion of an existing building in C-3 Districts where the gross square feet of new, converted or added floor area for office use equals at least 100,000 square feet, the project sponsor shall be required to provide employment brokerage services for the actual lifetime of the project, as provided in this Subsection. Prior to the issuance of the first permit of occupancy (for this purpose Section 149(d) shall apply), the project sponsor shall: (1) prepare a local employment program to be approved by the Director of Planning, or his or her designee, and to be implemented by the provider of employment broker-age services; and (2) execute an agreement with the Department of City Planning, or its designee, for the provision of employment brokerage services and implementation of the local employment program. The local employment program shall be designed:

- (1) To determine the number and nature of jobs that will become available as a result of added downtown office development;*
- (2) To publicize to San Francisco residents the availability of those jobs;*
- (3) To work with local schools and job training programs to create a labor pool of San Francisco residents qualified to obtain jobs created by added downtown office development;*
- (4) To work with employers in the building to encourage their hiring of qualified San Francisco residents;*
- (5) To carry out other activities determined by the Department of City Planning, or its designee, to be reasonable and appropriate in meeting the purpose of this requirement.*

(c) All such agreements required under this Section shall mandate that the project sponsor shall abide by any existing applicable state or local programs and laws designed to both train and place in employment minorities and economically disadvantaged women as defined in this section. For the purposes of this section, the term "minorities" shall include, but not be limited to, blacks, Hispanics, Asians (including, but not limited to, Chinese, Japanese, Koreans, Pacific Islanders, Samoans, and Southeast Asians), Filipinos and American Indians. For the purposes of this section "economically disadvantaged women"

shall include, but not be limited to, women receiving Aid for Families with Dependent Children (AFDC) or similar state or local aid. Where there are no such training and employment placement programs, or existing programs are found inadequate by the Human Rights Commission, that Commission may recommend to the Director for consideration additional programs to fulfill the goals of this section.

(d) In order to ensure that the maximum number of San Francisco residents are trained and placed in employment opportunities in our City, the Board of Supervisors shall hold public hearings and not later than January 1, 1988, the City shall adopt legislation to establish a program which will coordinate the job training and placement efforts of the San Francisco Unified School District, the San Francisco Community College District, community-based nonprofit employment and training programs, and other agencies from the public and private sectors, to assure maximum use of existing federal, state and local training and placement programs, and to develop such additional training and placement programs as deemed necessary.

(e) Should the Board of Supervisors determine that additional funds are needed for programs established pursuant to Subsection (d) above, it shall consider the adoption of a San Francisco Resident Training and Placement Fee of not less than \$1.50 per square foot as a condition of the approval of any application for an office development project proposing the net addition of 50,000 or more gross square feet of office space.

(Added by Ord. 414-85, App. 9/17/85; amended by Proposition M, 11/4/86)